



Havre Job Service Employers' Committee  
Regular Meeting  
December 13, 2006

Members Present:

Gail Rainey  
Steve Galbavy  
Sylvia Murray  
Garnet Bergren  
Cathy Jamruszka  
Darrel Hannum

Job Service Staff Present:

Pan Harada, Manager  
Barry Remus, JSEC Coordinator

Guests:

Members Absent:

Mona Ojeda  
Mike Hamilton  
Carol Jestrab  
Wendy Lynn Gerky  
Kellie Rasmussen  
Joe Schmier  
Kati Purkett  
Dolores Plumage

**What's New at Job Service?** The office had a presentation from two Department of Labor and Industry's HR people and the employee's union representative on the new performance appraisal program. Performance will be scored in two categories – Behavioral and Performance. There are provisions in the agreement to lose pay for overall unacceptable performance by employees. Our office Youth Project is moving forward with a handout for young adults being developed for completing applications and interviewing. Carol attended a meeting in Helena for the office learning about some new trends in the workforce arena.

**Treasurer's Report:** A bill for \$11.55 was paid for water and coffee at the last seminar leaving a balance of \$1549.49.

**New Membership:** A motion was made by Darrel that Steve Galbavy be accepted as a member. Motion passed. Welcome Steve to JSEC as you see him.

**Sub Committee Reports:**

**Seminar** – No meeting will be held until after the first of the year. Pam provided the committee with some information on a presenter, Steve Wilson from Willow Creek Consulting, who presented at the Complete Smart conference in Helena. Debbie gave the information to Pam. Barry has not been able to get a list of seminars that Jim Nys does yet. He will continue working to get the list.

**Outreach** – No meetings have been held.

**JSEC Employer Resource Guide:** The September statistics for the [www.havrejsec.com](http://www.havrejsec.com) website shows 243 unique visitors in November with a total of 327 visits and 635 pages viewed. This is the most visitors since the site went live. Monday seems to be the busiest day. IP addresses from Havre, Missoula, Helena, Chicago and Washington D.C. have looked at the site.

**Newsletter & Mailing Costs:** The letter on this topic will be mailed after the first of the year.

**Other:** Pam and Barry were asked to talk about the hiring at Wal-Mart and Northern Winz Casino. The casino has put all their openings on hold as they believe they have enough applications to fill their openings. They may have to reopen some of the key positions later. Wal-Mart has staff working setting up the store and continues to offer employment to applicants. They still have job openings listed with us. They plan to open the 3<sup>rd</sup> week of January.

Barry talked about the new Montana minimum wage of \$6.15 per hour that goes into effect January 1, 2007. Employers are getting bombarded with letters and emails stating that your posters must be upgraded, which is not completely true. First of all Montana state minimum wage poster does not have to be posted but the federal minimum wage poster has to be posted and the federal minimum wage has not changed. If you have a poster from Job Service the minimum wage portion is a combination of the federal and state minimum wage posters so it needs to be updated. We have stickers to update them with.

**THE NEXT MEETING WILL BE WEDNESDAY JANUARY 10, 2007 AT 11:30AM AT JOB SERVICE.**